

New England Alliance for Public Health Workforce Development  
Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont

*A HRSA Public Health Training Center*

# **Foundations for Local Public Health Practice: Tools Needed to Get the Job Done**

**Made possible with support from:**

- New England Alliance for Public Health Workforce Development
- Boston University School of Public Health
- Coalition for Local Public Health (MAHB, MAPHN, MEHA, MHOA, MPHA)
- Massachusetts Department of Public Health (MDPH)
- Health Resources and Services Administration (HRSA)

Boston University  
School of Public Health



TUFTS  
*School of Medicine*



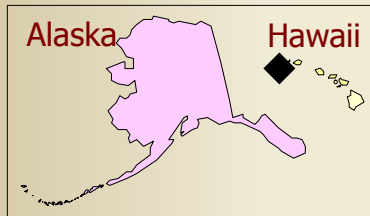


# **New England Alliance for Public Health Workforce Development**

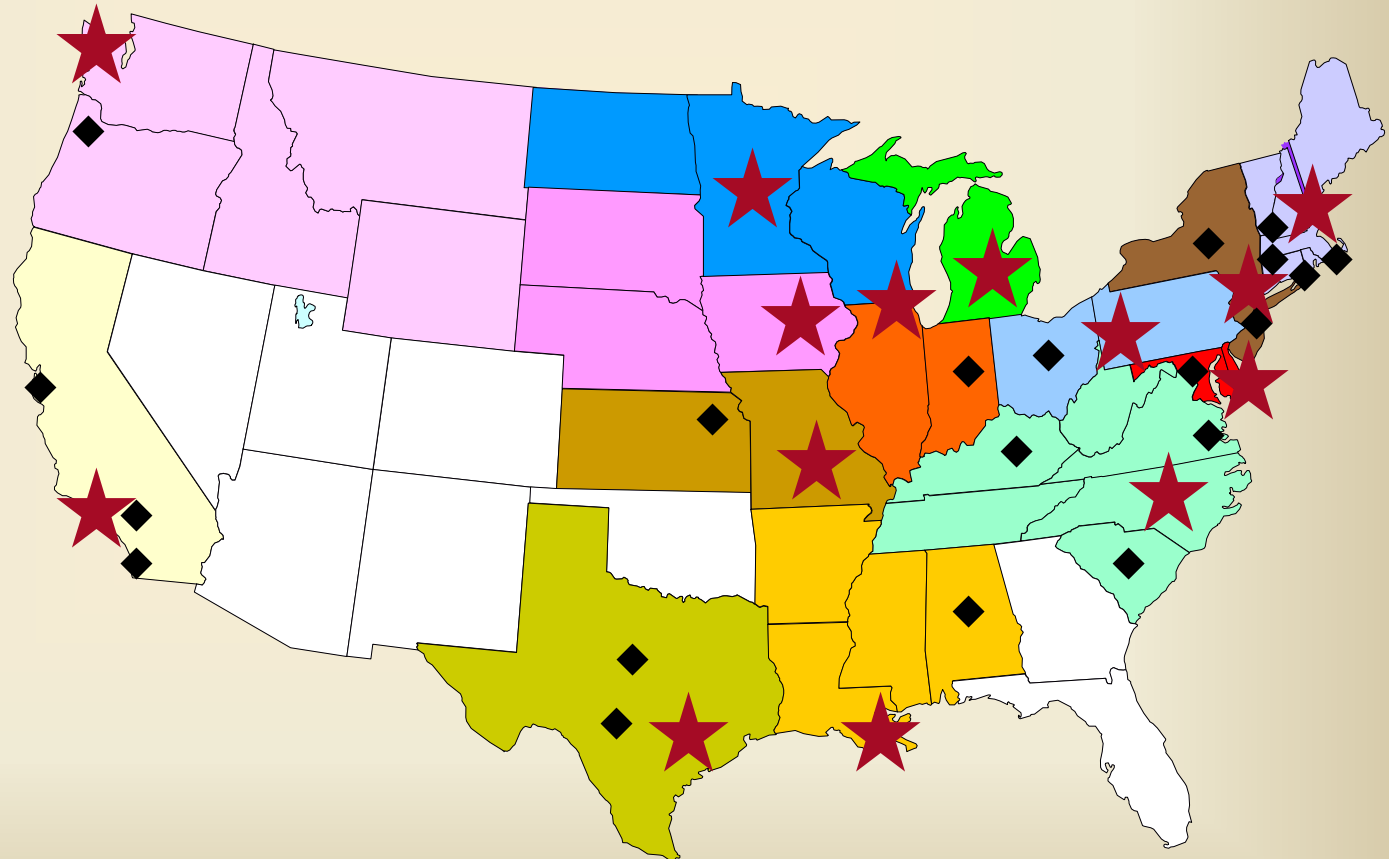
## **One of 14 HRSA-funded Training Centers in the country**

**Training Center purpose: Improve the Nation's public health system by strengthening the technical, scientific, managerial and leadership competence of the current and future public health workforce.**

# Health Resources and Services Administration Bureau of Health Professions Public Health Training Centers



-  **Boston University**  
Boston, MA
-  **Columbia University**  
New York, NY
-  **University of Pittsburgh**  
Pittsburgh, PA
-  **Johns Hopkins University**  
Baltimore, MD
-  **University of North Carolina**  
Chapel Hill, NC
-  **University of Michigan**  
Ann Arbor, MI
-  **University of Illinois**  
Chicago, IL
-  **Tulane University**  
New Orleans, LA
-  **University of Minnesota**  
Minneapolis, MN
-  **University of Iowa**  
Iowa City, IA
-  **St. Louis University**  
St. Louis, MO
-  **University of Texas-HSC**  
Houston, TX
-  **University of Washington**  
Seattle, WA
-  **UCLA**  
Los Angeles, CA
-  **States Not Covered**
-  **Academic Partners**



# **New England Alliance for Public Health Workforce Development**

- **Strong collaboration of academic institutions and local, state, and regional public health agencies and organizations. Includes HSPH-CPHP.**
- **Academic Partners from: BU, Harvard, Tufts, UMass and Yale**
- **Represent the six New England States: CT, MA, ME, NH, RI, and VT**
- **Currently in year 5 of funding; applications for years 6 through 10 due Dec 1, 2004**



# **MA Project: Foundations Course**

- **Local Health Coordinating Council (MDPH/MDEP)**
- **Massachusetts Regional Public Health Leadership Forum/MA Institute of Local Public Health**
- **Coalition for Local Public Health (MAHB, MAPHN, MEHA, MHOA, MPHA)**
- **Led to Creation of sub-committees, including Workforce Development**

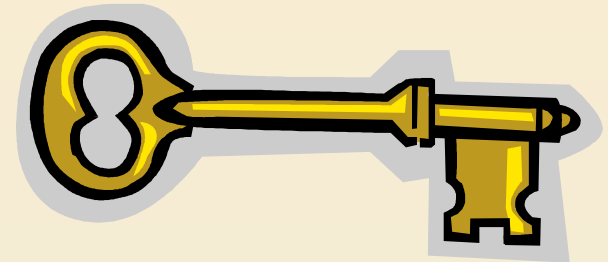


# Workgroups

- **WF Development sub-committee identified a need for a foundational course for MA local public health workforce**
- **Created Environmental Health and Public Health Nursing Workgroups (Course structure, content, objectives etc.)**
- **Environmental Health - Jane Anderson, Pat Maloney, Donna Moultrup, Jennifer Murphy, Deb Rosati and Steve Ward**
- **Public Health Nursing- Sandy Collins, Gail Douglas, Glynnis LaRosa, Kaydee Schmidt, Charlotte Stepanian and Mary Whitney**

# Key Points

- **Practical and relevant** to local public health in MA
- Enhance appreciation of the **comprehensive nature** of local public health practice in MA
- Emphasize the many **roles and responsibilities** local practitioners assume
- Provide the skills and resources to **improve competencies and job performance**
- Provide a **solid foundation** and set the stage for additional training including terrorism and emergency preparedness



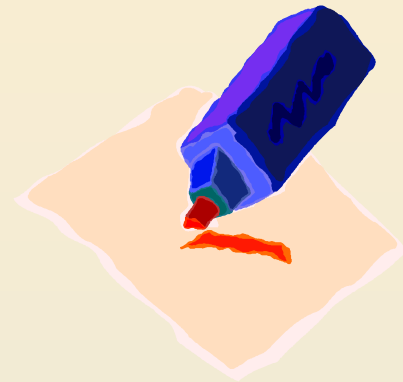
## Key Points cont....

- Offer a cross-disciplinary perspective and approach to local public health practice in terms of the three **core functions**, **essential services** and capacities needed to achieve *Healthy People 2010* goals and objectives
- **Coordinate and support existing trainings** for the local public health workforce
- **Local Health Training Guide** –see Alliance Website  
[www.bu.edu/publichealthworkforce](http://www.bu.edu/publichealthworkforce)



# Course Description

- **45 hour course**
- **Three Modules**
- **Six session per Module**
- **Each session is 2.5 hours**
- **Participants must take Module 1 and then either Module 2 or Module 3**
- **Encouraged to take all 3 Modules**



# Course Description, cont.

- **Module 1: *Overview of Local Health Practice***
  - Contains elements common to all local health practitioners regardless of their professional discipline and must be taken prior to the other two modules.
- **Module 2: *Environmental Health Practice***
  - Focuses on the roles, responsibilities and skills needed by a local sanitarian or inspector
- **Module 3: *Public Health Nursing Practice***
  - Emphasizes those roles, responsibilities and competencies related to clinical and preventive public health services



# Course Delivery Format



- **Lecture**
  - **Table-top exercises**
  - **Activities**
  - **Writers and Instructors from both the practice (state and local) and academic community**
  - **Post-pilot will include face to face and distance learning components to assist with course portability**
- Discussion**
  - Role plays**
  - Case Studies**

# **Intended Audience**

- **Newly hired professional public health staff**
- **Currently employed public health staff**

**This includes state or local health department workers who carry out the bulk of the day-to-day public health tasks, including: Sanitarians, Agents, Directors, Environmental Health Staff, Field Inspectors, Public Health Nurses and other Clinicians, Health educators and Administrators**

# Module and Session Titles

## Module 1: Overview of Local Public Health Practice

- **Session 1** :Introduction to Local Public Health Practice
- **Session 2**: Legal Mandates and Ethical Issues
- **Session 3**: Foundations for Emergency Management and Readiness
- **Session 4**: Key Elements of Assessment, Policy Development & Assurance
- **Session 5**: Table-top Exercise to Illustrate the 3 Core Functions of Public Health
- **Session 6**: Leadership and Collaboration in Local Public Health

# Module and Session Titles

## Module 2 - Environmental Health Practice

- **Session 1:** Introduction to Environmental Health Practice
- **Session 2:** Roles and Responsibilities for Nuisance Control
- **Session 3:** Roles and Responsibilities for Food Protection
- **Session 4:** Roles and Responsibilities for Housing Inspections and Lead Paint Regulations
- **Session 5:** Roles and Responsibilities for Wastewater Treatment and Disposal
- **Session 6:** Roles and Responsibilities for Recreational Waters [Swimming Pools and Bathing Beaches]

# Module and Session Titles

## Module 3: Public Health Nursing Practice

- **Session 1:** Introduction to Public Health Nursing Practice
- **Session 2:** Roles and Responsibilities for Surveillance, Outreach & Screening
- **Session 3:** Roles and Responsibilities for Disease & Health Event Investigation
- **Session 4:** Roles and Responsibilities for Referral, Follow-up and Case Management
- **Session 5:** Roles and Responsibilities for Health Promotion and Disease Prevention
- **Session 6:** Roles and Responsibilities for Immunizations and Vaccine Management

# Certificate of Completion

- Awarded to course participants who complete Module 1, *Overview of Local Public Health* and either Module 2 *Environmental Health Practice* or Module 3 *Public Health Nursing Practice*.
- Participants are encouraged to complete all three modules
- Mechanism for continuing education credits (CEUs)





# Course Development and Implementation

- **Phase 1** Design and write course, Pilot Module 1 and conduct Formative Evaluation. Completed Aug. 31, 2004
- **Phase 2** Complete Design and edits, Pilot Module 2 and 3 and begin Hybridization (face to face with web-based or CD component). Complete by August 31, 2005.
- **Phase 3** Develop, with MDPH, implementation strategies as well as curriculum review and evaluation to to keep the course current. TBD.



# **Acknowledgements:**

## **Co-authorship**

- **HRSA and PHTC Network**
- **Coalition for Local Public Health Members**
- **MDPH**
- **MDEP**
- **Content Experts (Practitioners)**
- **Researchers, Designers and Editors**
- **Public Health and Environmental Health Workgroups**



# Focus Group and Survey

**In July and August 2004, PSI conducted both qualitative and quantitative research to inform the delivery format and promotion of “Foundations of Local Public Health Practice: Tools Needed to Get the Job Done”.**

- statewide, web-based survey (MHOA, MEHA, MAPHN, Health Educators)**
- focus group at the conclusion of the final day of the Module 1 pilot course.**



# Focus Group and Survey

## Research to determine:

- **Content and format** of any training(s) recently taken
- Perceived **benefit** to receiving foundation training in public health
- **Barriers** to participating in foundation training
- Potential **strategies** to address those barriers
- Preferred training **location(s) and time(s)**
- Preferred training **format** (e.g., face-to-face, CD-Rom, web-based, satellite, hybrid, etc.)

# Conclusion and Recommendations

## BARRIERS TO TRAINING

Not surprisingly, **lack of time** and **budgetary constraints** were mentioned as top barriers to attending a 30 - 45 hour training

## PREFERRED TRAINING FORMAT AND DELIVERY

Strongly preferred **live training**, and many were willing to travel up to 50 miles.... and that a “virtual” option (i.e., CD, satellite broadcast or the Internet) should be made available

# Conclusion and Recommendations

## DEFINING COURSE PARTICIPANTS

Clear consensus that **new local public health staff – as well as some seasoned professionals** who may want to brush up on skills

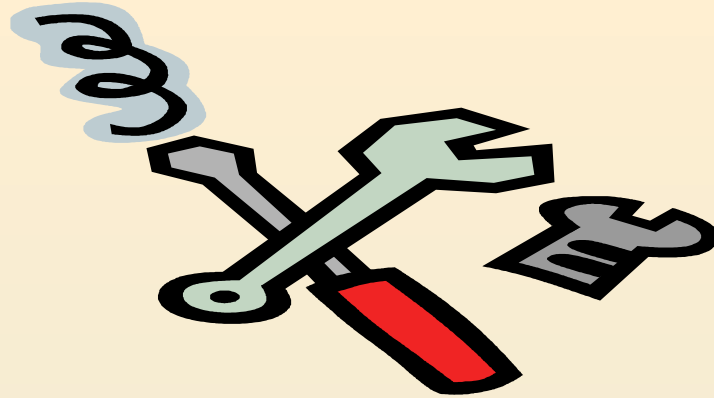
## MOTIVATION AND BENEFITS OF TRAINING

- **Strongly supportive** of the Foundations course and generally motivated to attend public health training

# Other Course Development Initiatives (MA)

- Service Agreement between with Region 4B and Alliance
- Executive Committee of Region 4B identified training needs, selected course topics and created learning objectives
- **“Tools for Effective Local Health Administration”**
- 4 courses, 3 hours each
- Deliver after monthly regional meetings; start Feb 05

# **“Tools for Effective Local Health Administration”**



- **Epidemiology and Biostatistics for the Practitioner**  
6 hours (2 parts)
- **Developing Programs and Policies to Address Local Public Health Issues**  
3 hours
- **Managing a local health department: A Tool Kit**  
3 hours